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AGENDA

HAMPTON ROADS REGIONAL JAIL AUTHORITY MEETING

Wednesday, April 21, 2021

1:30 p.m. via virtual meeting

Public attendance is available via Zoom Link on Commonwealth Calendar

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v. Mental Health Grant— Bruce Hurdle	-
4. Superintendent Report — Colonel Vergakis	-
5. Closed Session – Legal	
6. Adjournment	

Next regularly scheduled meeting is May 19, 2021.

Hampton Roads Regional Jail Authority Agenda Regular Meeting

Christopher Price, City Manager, Chesapeake

Alternate: Robert Geis, Deputy City Manager, Chesapeake,

Alternate: Nancy Tracy, Director of Finance, Chesapeake

Jim O'Sullivan, Sheriff, Chesapeake

Alternate: Col. Clayton Bennett, Chief Deputy, Chesapeake

Robert Ike, Jr., City Council Member, Chesapeake

Alternate: John De Triquet, City Council Member, Chesapeake

Chris Snead, City Council Member, Hampton

Alternate: Chris Bowman, City Council Member, Hampton

Karen Bowden, Sheriff, Hampton

Alternate: Major Rich, Undersheriff, Hampton

Mary Bunting, City Manager, Hampton

Alternate: Brian DeProfio, Assistant City Manager, Hampton **Chair**

Sharon P. Scott, City Council Member, Newport News,

Alternate: Honorable Tina Vick, City Council Member, Newport News

Gabriel A. Morgan, Sheriff, Newport News

Alternate: Col. Eileen Sprinkle, Chief Deputy, Newport News

Cynthia Rohlf, City Manager, Newport News

Alternate: Alan Archer, Assistant City Manager, Newport News

Martin A. Thomas, Jr., City Council Member, Norfolk

Alternate: Paul R. Riddick, City Council Member, Norfolk

Joseph Baron, Sheriff, Norfolk

Alternate: Lt. Col. Michael O'Toole, Norfolk Sheriff's Office

Dr. Larry Filer, II, City Manager, Norfolk

Alternate: Michael Goldsmith, Deputy City Manager, Norfolk

Lisa Lucas-Burke, City Council Member, Portsmouth **Vice Chair**

Alternate: William E. Moody, Jr., City Council Member, Portsmouth

Michael Moore, Sheriff, Portsmouth

Alternate:

LaVoris Pace, Interim City Manager, Portsmouth

Alternate: Mimi Terry, Chief Financial Officer, Portsmouth

Cc: Interim Superintendent Jeff Vergakis

Major Thurman Barnes

Captain Winston Bhagirath

Captain Karas Mack

Deborah Hand, Director of Finance

Rebecca Hopkins, Executive Assistant

Hampton Roads Regional Jail

Board Meeting 3/17/2021

Members & Alternates Attendance

- Jim O'Sullivan (CSO)
- Gabe Morgan/Eileen Sprinkle (NNSO)
- Robert Geis (C)
- Martin Thomas (N)
- Sharon P. Scott (NN)
- Alan Archer (NN)
- LaVoris Pace (P)
- Lisa Lucas-Burke (P)
- Brian DeProfio (H) **Chair**
- Karen Bowden (HSO)
- Michael Goldsmith (N)
- Chris Snead/Chris Bowman (H)
- Joseph Baron/Mike O'Toole (NSO)

A quorum was present.

Others in Attendance:

Col. Jeff Vergakis; Lt. Col. William Anderson; Deborah Hand; Deanna Isom; Capt. Mack; Capt. Bhagirath; Kamilah Dukes; Bruce Hurdle; Jeff Rosen, Esq.; Rebecca Hopkins

Call to Order

- Chairmen DeProfio called the meeting of the Hampton Roads Regional Jail Authority to order, on the 17th day of March at 1:30 p.m. via Virtual Zoom.

Opening

- Chairmen DeProfio opened the meeting and welcomed everyone.

Closed Session

- Alan Archer read the motion to go into closed session. Bob Geis seconded; a roll call vote was taken per the virtual meeting instructions; the motion carried.

Closed Session

- Alan Archer read the motion to reconvene in open session. Lisa Lucas-Burke seconded; a roll call vote was taken per the virtual meeting instructions; the motion carried.

Approval of Minutes

- Chairmen DeProfio asked for a motion for the Board to approve the minutes from the February 17, 2021 meeting. Sheriff Gabe Morgan moved to approve the minutes and Alan Archer seconded; a roll call vote was taken per the virtual meeting instructions; the motion carried.

Treasurer's Report

- Deanna Isom – Reported that the revenue for out of compliance was trending over. Commissary revenue was trending up. Expenses were all down and were projected to come in under budget.
- Chairmen DeProfio asked for a motion to approve the Treasurer's Report. Sheriff Gabe Morgan moved to approve the report and Alan Archer seconded; a roll call vote was taken per the virtual meeting instructions; the motion carried.

Tenure Incentives

- Deborah Hand – Reported the state published the budget for the compensation board that includes funding for a 5% GWI raise. A budget presentation will be made at the next monthly meeting.
- Chairmen DeProfio – Asked if the board would act on providing the incentive payments to HRRJ staff for the remainder of FY2021. Sheriff Gabe Morgan Moved to approve the incentive payments for the remainder of FY2021. Alan Archer Seconded. A roll call vote was taken per the virtual meeting instructions; the motion carried.
- Sharon Scott – Thanked the board for the action. Advised this has been in the works and she is glad to see this approved for HRRJ staff.
- Bob Geis – Thanked the staff for their hard work and dedication during this time.
- Alan Archer – Acknowledged all staff and was appreciative to take action on the tenure incentive.
- Chairmen DeProfio – Mirrored other board members thanks to the staff. A public thank you was given to HRRJ and the board for that action.

Review of operations and Activities

Medical

- Kamilah Dukes – Reported that during the month of February there were four self-harming attempts but there were no suicide attempts. Dental sick calls have increased and that is likely due to the number of inmates off medical isolation. She also reported that for the month of February there were 70 diabetics. 466 inmates had chronic care needs to include 208 hypertension/cardiovascular care, seven patients (hereafter Pts) with paraplegia, four Pts with cancer, 112 Pts with pulmonary care, and 111 with neurology care. There were approximately 62 medical emergencies which equals to about two a day but there was not a vast need for emergency room visits. Staffing was reported and a new medical director was hired along with three CMTs, and two RNs.
- Sheriff Gabe Morgan – Thanked the medical team. He stated two emergencies a day along with the special needs is overwhelming and again thanked the medical staff for their work.
- Chairmen DeProfio – Thanked the medical staff also. He reported that 70% of the population had chronic care needs and that took a lot of dedication.

Security

- Capt. Bhagirath – No new updates.

Human Resources

- Lt. Col. Anderson – Reported six jail officers had been hired for February. Seven final offers were made for April and 15 candidates for April as well. One master control operator was hired in March and currently five part time employees for sworn. HRRJ had one separation for the month of March and 14 separations for the month of February. He reported that the on-boarding process had been revamped. This included a slower sign off process for new officers, check-ins were done at 30, 60, and 90 days, goodie packages were provided during on-boarding and Col. Vergakis attends each orientation to promote career growth and development. For immediate resignations from March 2020 to March of 2021, 43 Officers resigned within the first two years and only three resigned with 3-5 years of service. For resignations with a two week notice from March 2020 to March of 2021, 29 officers resigned within the first two years, 11 resigned in five years, three in 10 years, and one in 15 years. These numbers have been impacted by negative press as well. Recruitment was being done. This included onsite and virtual job fairs, a sign on bonus was implemented, the hiring and application process was streamlined. An onsite Career fair will be held March 27th. It was reported that retention was being addressed as well. This included additional positions, restructuring, and leadership training to include the issue of the book Extreme Ownership by Jocko Willink and Leif Babin.
- Sheriff Joseph Baron - Stated the leadership training is a great step. He encouraged to get the book Turn the Ship around by David L. Maquet. He questioned 15 officers in the pipeline and when they would start.
- Lt. Col. Anderson – Stated that ideally, they would start in April, but some may not make it due to the background check or polygraph.

Maintenance Projects

- Capt. Mack – Reported that 215 transportation runs were completed, 312 work orders by the maintenance department, 45 new intakes and 137 releases, 191 video court hearings were conducted, and 958 inmates were seen by the medical department. Kettles were replaced in the kitchen and tray slots were repairs in housing unit one.
- Sheriff Gabe Morgan – Requested an update for the life cycle replacement for the next two years at the next regular meeting.

Mental Health Grant

- Bruce Hurdle – Reported that for the month of February the CORE Program has received 41 referrals and 31 were accepted, 14 inmates have received services and, nine of those reported to their first appointment at the CSB.

Superintendent Report

- Col. Vergakis – Reported that HRRJ staff remain very busy in the different sectors of the Jail. He reported that the out of compliance and state responsible inmates for DOC had started to dwindle down. 83 inmates have gone back to DOC thus far. In reference to housing units, 4 pods have been closed. The mental health and SMI housing units are continuing to be worked on.
- Lt. Col. Anderson – Reported that Protective Custody is being housed in restricted housing, so HRRJ is going to remove those individuals from restricted housing and place them into a general population environment. The SMI population will also be placed in a general population environment but that will be on a phase-by-phase basis. The number of medication complaints have decreased and that is due to a revamped pharmacy process. Provider rounds are being completed for quarantine and COVID Pts, but there are no current COVID Pts. Chronic Care visits are caught up, X-Ray services are now on site and a technician has been hired. This will also allow for inmates to be X-rayed when they come to the facility so a PPD will not need to be administered for TB testing. Onsite therapy is now five days a week to meet the demand for Pts care. There have been zero deaths by suicide in the last 27 months. He also reported that significant changes have been made for Pts on long term suicide watch, 6 behavior health plans have been put in place and all have worked except one. A Nurse Practitioner has been assigned to the intake area and a mental health professional has been assigned as well. These items were stated as an update for the DOJ agreement.

Adjournment

The next meeting is scheduled for April 21, 2021.

Chair Signature: _____

Recording Secretary: _____

HAMPTON ROADS REGIONAL JAIL AUTHORITY
TREASURER'S REPORT
GENERAL OPERATING BUDGET
March 31, 2021

	ADOPTED FY 2021 BUDGET	TRSF/ ADJUST FY 2021 BUDGET	ACTUAL FY THRU 03/31/21 ACTUAL	PROJECTED TOTALS 06/30/21	PROJECTED VARIANCE 06/30/21
<u>REVENUES / SOURCES</u>					
Commonwealth Per Diems, net	2,350,000		1,504,744	2,006,325	(343,675)
Reimbursement - Compensation Bd	10,886,232		7,991,974	10,655,966	(230,266)
Member Per Diems	31,363,538		23,548,975	31,363,538	-
Out-of-Compliance Medical	800,000		714,417	1,224,715	424,715
USDJ OPJ Bulletproof Vest				-	-
Investment Income	200,000		11,597	15,463	(184,537)
Telephone Revenues	400,000		309,124	529,927	129,927
Gain (loss) on Disposal of Property			9	9	9
Inmates' Keep Fees	120,000		105,345	140,460	20,460
Special Revenues	364,000		323,764	485,646	121,646
Miscellaneous Revenues	30,000		26,703	35,604	5,604
Grant		481,381		481,381	
Cash from Fund Equity	1,600,000			1,600,000	
Capital Repair and Replacement			-		-
Operating Reserve	(990,858)		(990,858)	(990,858)	-
TOTAL REVENUES / SOURCES	47,122,912	481,381	33,545,795	47,548,177	(56,116)
<u>EXPENDITURES / USES</u>					
Personal Services	14,918,431		9,401,486	12,535,315	(2,383,116)
Employee Benefits	6,683,356		3,964,989	5,286,652	(1,396,704)
Inmate Medical Services	12,856,705		8,949,292	11,932,390	(924,315)
Purchased Services	2,962,039		1,992,928	2,657,237	(304,802)
Other Charges	2,974,168		2,070,942	2,761,256	(212,912)
Materials and Supplies	728,500		492,337	656,449	(72,051)
Miscellaneous - Special	364,000		179,701	364,000	-
Grant		481,381	190,261	481,381	-
Capital Outlay	562,500		376,012	562,500	-
Financing Costs	4,708,213		501,989	4,708,213	-
Total Expenditures / Uses	46,757,912	481,381	28,119,938	41,945,393	(5,293,900)
Fund Balance: Change in Net Position	365,000	-	5,425,858	5,602,783	5,237,783
Total Exp. / & add to Fund Balance	47,122,912	481,381	33,545,795	47,548,177	(56,116)

Hampton Roads Regional Jail Authority Board Meeting

Medical Report

April 2021

HIV

- 35 patients receiving medications for HIV month of March totaling 85K

Temporary Detainment Orders

- 3 transfers to state hospital for month of March 2021

Pregnant Women- 3

- 0 currently receiving Opiate Replacement

Cancer

- 0 patient receiving outpatient treatment for skin cancer

Over age 65 and up

- 5 patients over 65 years old

Special Needs

- 2 patients with paraplegia (NCJ)
- 22 patients intellectually delayed
- 4 patients received dialysis
- 2 patients that needed assistance with care (1NCJ and 1 NN)

COVID

The month of March 0 patients were positive for the COVID 19 virus

Over 180 vaccines have been given to jail employees and to the inmate population.

Upcoming Surgeries/Appointment Information

- Hernia Repair 04/14/2021 General Surgery
- L2-S2 Decompression Infusion--Neurosurgery 04/19/2021 Inpatient Stay

Health Services Statistical Report

[illegible]

Health Services Statistical Report

[illegible]

Health Services Statistical Report

[illegible]

Health Services Statistical Report

[illegible]

Health Services Statistical Report

FACILITY NAME:

Hampton Roads Regional Jail 2021

Health Services Statistical Report	Average	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Totals YTD
RPR POSITIVE	1.7	0	3	2										5
STD TESTED (chlamydia, gonorrhea, trich)	9.7	7	13	9										29
STD POSITIVE	1.0	1	2	0										3
PEDICULOSIS	0.0	0	0	0										0
SCABIES	0.0	0	0	0										0
MRSA CONFIRMED	0.0	0	0	0										0
CONFIRMED MRSA TREATED	0.0	0	0	0										0
SUSPECTED MRSA TREATED	0.0	0	0	0										0
COVID VACCINES COMPLETED	0.0	0	0	0										0
COVID POSITIVE INMATES	61.0	61	62	0										0
HRRJ STAFF														
PPD IMPLANTED	20.7	62	0	0										62
COVID VACCINES COMPLETED	155.0	142	152	171										465
														0
														0
														0
														0
														0
														0
														0
														0
														0

Human Resources Activities and Developments

New Hires/Promotions/Part-time Employees

- 9 Jail Officers hired April 5
- 5 final offers made for May 10th start date
- 12 Jail Officer candidates are in the pipeline for May 10th start date
- 1 Master Control Operator hired in April
- 1 Records Clerk hired in April
- There are currently 5 part-time employees (sworn)

Separations/Vacancies

- A total of 3 separations as of April 15, 2021
 - 2 personal resignations
 - 1 immediate resignation
- A total of 9 separations for the month of March
 - 2 immediate resignation
 - 4 personal resignations
 - 3 retirements

Recruitment Initiatives

- Onsite and virtual career fairs
- Text-to-apply
- Sign-on bonus of \$1000 to new hires
- Streamlined hiring process, application processing time is 15 business days
- Virtual information sessions at local colleges and universities
- Pushing our employee referral program
- Participate in Employer Advisory Panel for transitioning service members
- Postings on Indeed, Facebook, Glassdoor, Zip Recruiter and many more career boards
- Postings on multiple college and university websites
- Virginia Values Veterans Certified

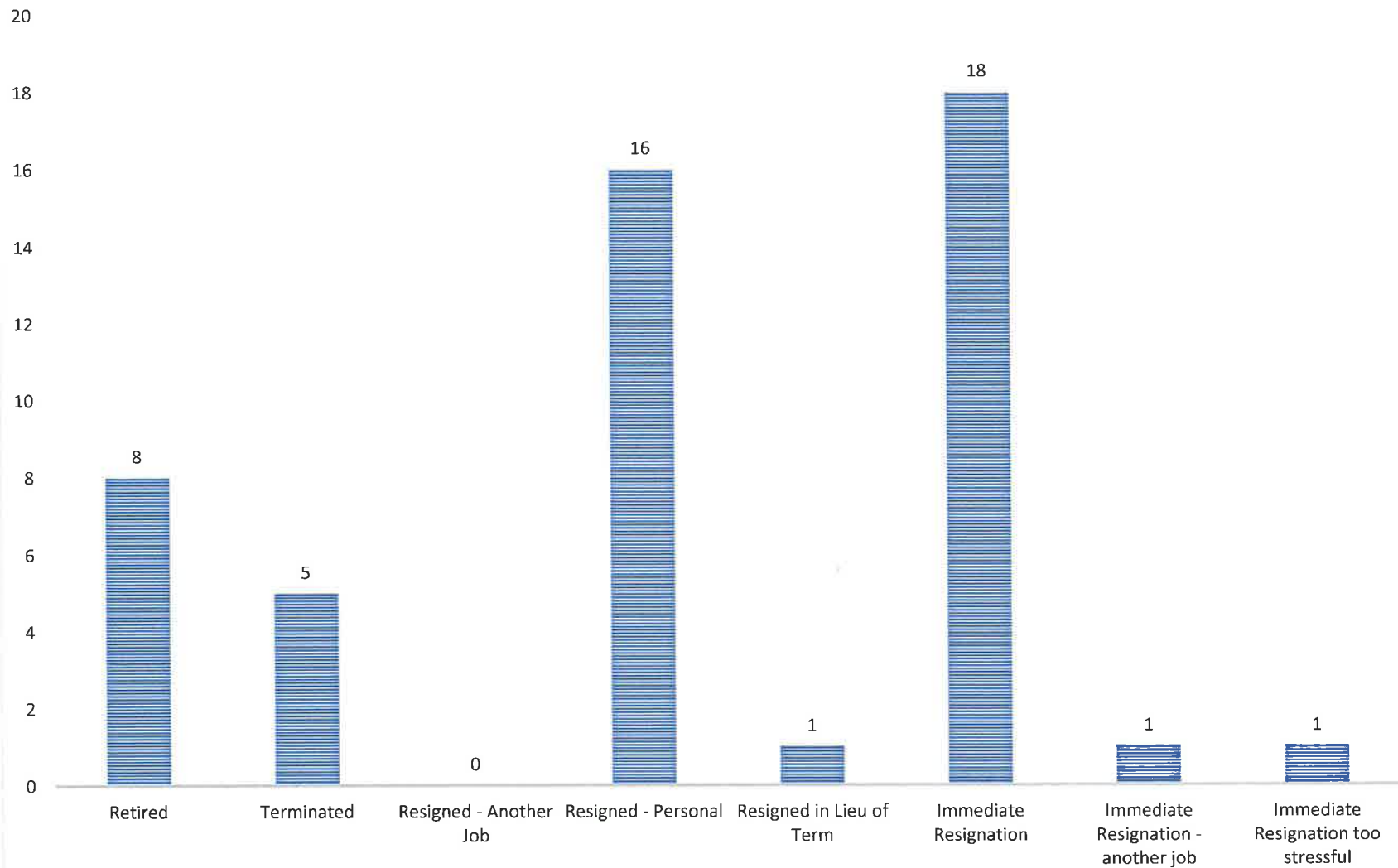
Retention Initiatives

- Restructuring of organization
- Adding an additional Captains and Lieutenants for span of control and communication flow
- Leadership training for command staff and mid-level staff
- Leadership development for Captains and Lieutenants to include the text *Extreme Ownership*, by J. Willink and L. Babin
- Study of Colin Powell's Leadership Primers for all Lieutenants and above
- New hire check-ins at 30, 60, 90 days of employment
- Promoting unity and teamwork
- Succession planning and development
- Enhanced the retirement ceremony
- More morale building events/activities

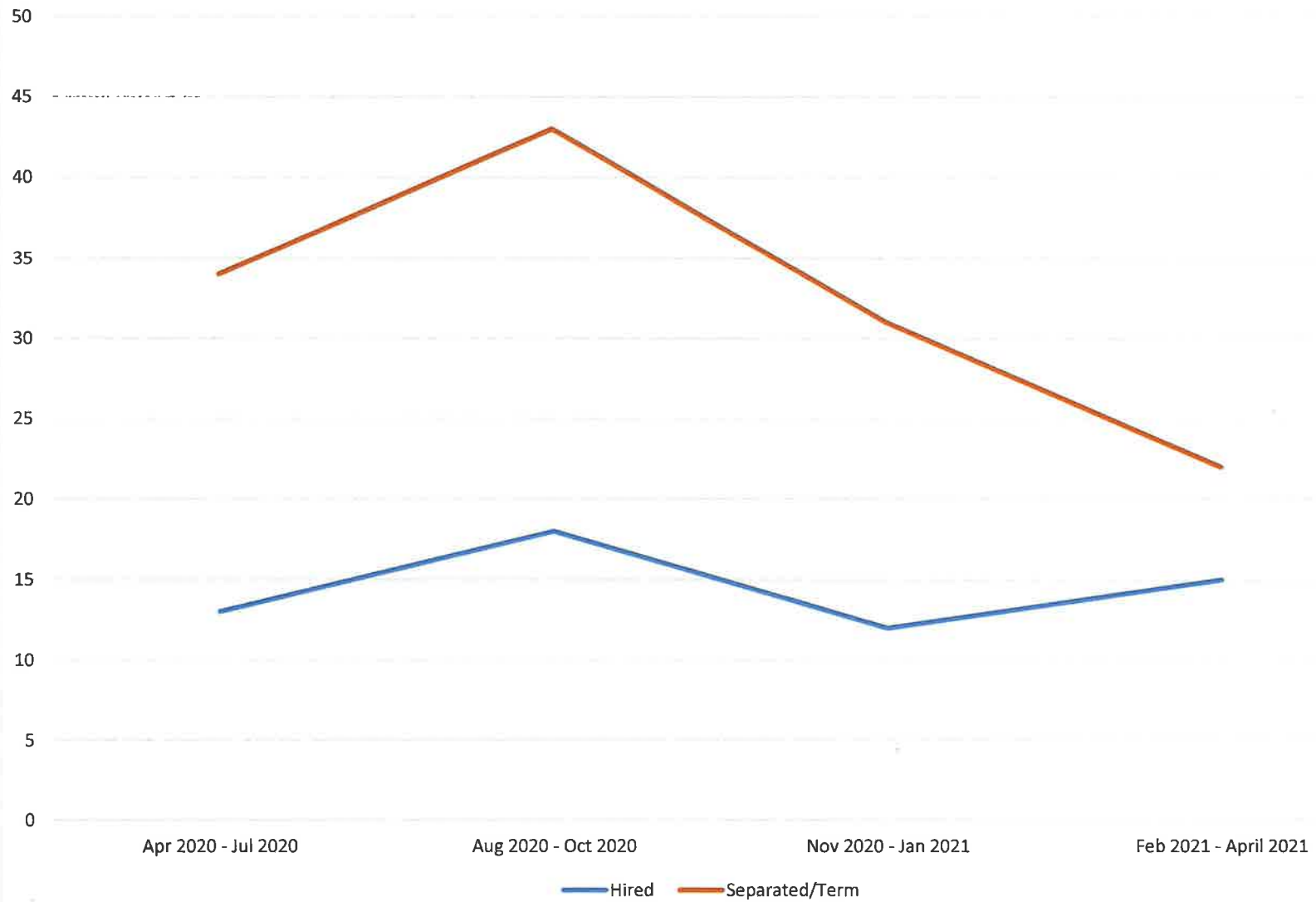
Exit Interviews

- Human Resources Exit Interview
- Superintendent Exit Interview

SEPARATIONS - SWORN APRIL 2020 - APRIL 2021



Sworn Staff - Hired vs. Separated April 2020 - April 2021





HAMPTON ROADS REGIONAL JAIL INMATE TRANSPORTATION REPORT March 31, 2021



Transportation to Member Jurisdictions' Facilities

Jurisdiction	Drop Offs	Pick Ups	Total Runs
Chesapeake	14	10	24
Hampton	18	13	31
Newport News	23	12	35
Norfolk	16	12	28
Portsmouth	12	13	25
TOTAL RUNS	83	60	143

Transportation for drop offs includes – dropping individuals off for courts, individuals bonding, and individuals being released from custody.

Other Transportation Assignments

Transportation to Virginia Department of Corrections	-	24
Transportation to Maryview Hospital	-	25
Transportation to Norfolk Sentara Hospital	-	21
Transportation to Emergency Room via Ambulance	-	4
4Transportation to Emergency Room via Jail Vehicle	-	10
Transportation to medical appointments	-	35
Transportation to mental health facilities	-	11
TOTAL		93
 TOTAL TRANSPORTATION RUNS ABOVE		223
TOTAL RETURN TRIPS TO THE FACILITY		260
 TOTAL		483

Off-site Services Report 2021	
Type of Visit	March
Emergency Room Visits	14
Ambulance Transports	4
Jail Transports	10
Hospital Admission/Days	15
<i>Average # of hospital days</i>	2
<i>Number of patients</i>	6
Offsite Visits	13
Nephrology	1
Neurology	2
Ophthalmology	2
Orthopedics	2
Cardiology	1
Urology	3
GI	1
Oncology	1
Offsite Visits W/Procedures	17
ENT	2
GI	1
Oncology	2
Ophthalmology	3
Oral Surgery	1
Orthopedic	5
Urology	1
Podiatry	1
Vascular	1
Offsite Radiology	3
CT Scan	2
MRI	1
Offsite One Day Surgery	1
Urology	1
Offsite Radiation Therapy	1
Total Offsite Apts Including ER Visits	49